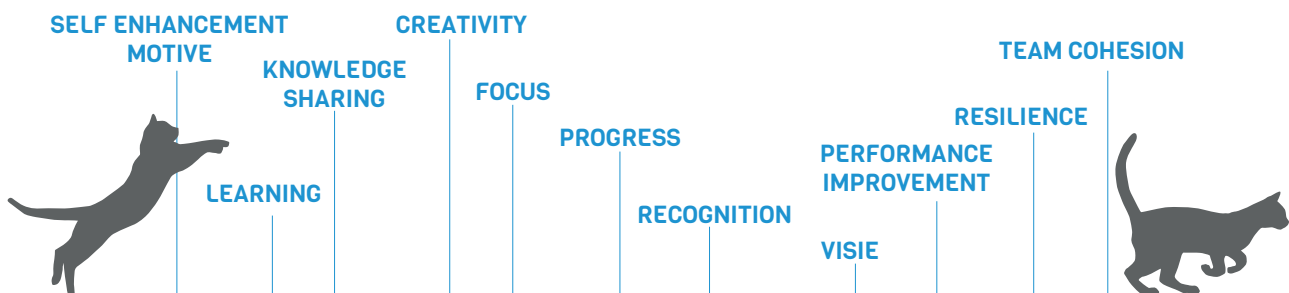


WHAT

An after-event review (AER) is a systematic reflection about the results of an individual employee or team. The AER focusses on a recent event, finished task or project.

WHY

[↗ also check our infographic](#)

**HOW?**

- Systematic reflection on 6 questions
- Individually, in team, together with supervisor or not
- After an event, the end of an important task or project
- Or on a regular basis
- Both after failure as after success
- Short alignment of 5-10 minutes to one hour max
- Resulting in a short report of 1 page
- Keep all AER reports in a fixed and shared folder
- Focus on learning and making progress, not on appraisal
- Consider the success factors from different perspectives
- Added value is in the process

**TIPS FOR IMPLEMENTATION IN YOUR ORGANISATION**

- Start on a small scale with a facilitator
- Involve employees with the integration of AER in their tasks

Need more information or support? Contact us info@vigorunit.com

Ellis, Shmuel, and Inbar Davidi. "After-event reviews: drawing lessons from successful and failed experience." Journal of Applied Psychology 90, no. 5 (2005): 857.

AFTER EVENT REVIEW

PROJECT:

CUSTOMER:

DATE:

PARTICIPANTS:

WHAT WERE THE GOALS OF THE TASK OR THE PROJECT?

WHAT RESULTS DID WE ACHIEVE?

WHICH FACTORS HAVE CONTRIBUTED TO ATTAINING THE ACHIEVED RESULTS?

WHICH FACTORS HAVE HINDERED US IN ATTAINING THE ACHIEVED RESULTS?

WHAT WOULD WE LIKE TO ACHIEVE IN THE FUTURE?

WHICH ACTIONS COULD ENABLE US TO ATTAIN THIS DESIRED FUTURE?